

C. NATIONAL CONCILIATION AND MEDIATION BOARD

STRATEGIC OBJECTIVES

MANDATE

The NCMB shall be responsible for the formulation of policies, development of plans and programs, and setting of standards, procedures and guidelines relative to the promotion of conciliation and mediation of labor disputes; administration of the voluntary arbitration program; promotion of other cooperative, non-adversarial, and voluntary modes of labor dispute settlement; and facilitation of labor-management cooperation through joint mechanisms for information sharing, effective communication and consultation and group problem-solving.

VISION

The NCMB shall be the center of excellence in enhancing harmonious relationship in every workplace.

MISSION

To sustain harmonious labor and management relations through continuous education, mainstreaming of alternative dispute resolution (ADR) mechanisms, and implementation of innovation approaches toward workers' empowerment.

KEY RESULT AREAS

Just and lasting peace and the rule of law

SECTOR OUTCOME

Decent Work

ORGANIZATIONAL OUTCOME

1. Labor-management cooperation improved
2. Workplace conflicts reduced
3. Labor disputes reduced
4. Labor disputes effectively settled/resolved

PERFORMANCE INFORMATION

KEY STRATEGIES

1. Conduct of seminars, trainings and other activities jointly or in coordination with Social Partners (Basic Orientation Seminar, Area-Wide Seminars, Plant-Level Orientation Seminar, Skills Training, etc.)
2. Networking with LGUs, SSS / GSIS, CHED, PNP, AFP, CHR, BIR, DOJ, PAO, NGOs, etc.
3. Recognition and dissemination of Best Practices through Search for Best Labor-Management Cooperation and Best Enterprise-Based Mechanism for Dispute Resolution
4. NCMB-NWPC convergence on productivity improvement programs cum Two-Tiered Wage System
5. Enhanced conciliation-mediation training for Single Entry Assistance Desk Officers
6. Implementation of Memorandum of Agreement with POEA on availment of Overseas Filipino Workers / Seafarers of Single Entry Approach (SENA)
7. Review of SENA guidelines to incorporate provision in the area of convergence
8. Networking with LGUs, and other non-government organizations which can facilitate settlement
9. Cross-boundary sharing of the services of Conciliator-Mediators and Voluntary Arbitrators

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)	BASELINE	2016 TARGETS
Labor-management cooperation improved		
Increased plant-level settlement of labor disputes by companies with LMCs	91%	At least 80% of companies with LMCs are not involved in labor disputes
Workplace conflicts reduced		
Increased plant-level settlement of labor disputes by companies with GMs	91%	At least 80% of companies with GMs are not involved in labor disputes
Labor disputes reduced		
Reduced incidence of work stoppages	2	Incidence of work stoppages maintained at a single digit

Labor disputes effectively settled / resolved

Increased settlement rate of :

a. Requests for Assistance	80%	a. 88% settlement rate
b. Preventive Mediation Cases	87%	b. 90% settlement rate
c. Notices of Strike / Lockout	82%	c. 75% settlement rate
Percentage of voluntary arbitration case decisions upheld by a higher court	100%	80% affirmation rate

MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs)

2016 Targets

MFO 1: TECHNICAL ADVISORY SERVICES

Number of advisory services provided	3,494
Percentage of advisory services provided that result in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs)	87%
Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases	91%
Percentage of clients who rate the timeliness of delivery of advisory services as good or better	97%

MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES

Number of cases settled/resolved	5,595
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals	20%
Percentage of case decisions that are overturned by higher authority	25%
Percentage of conciliation mediations successfully disposed/settled within thirty (30) days/process cycle time	85%

NOTE : Exclusive of Targets funded from other sources, e.g. Special Account in the General Fund.